

To: Dr. Mark Fredisdorf  
From: John A Glimco  
RE: Hiring Recommendation  
5<sup>th</sup> Grade Classroom Aide  
Date: December 11, 2014

I would like to recommend Lydia Wayne for the recently approved Aide position at 5<sup>th</sup> Grade. Specifically Lydia is being recommended to work directly with Jill Vonnahme with all Math classes and lunchtime support. She will mirror Jill's schedule, providing her with opportunities to collaborate on daily instruction in the classroom.

Lydia is a recent college graduate from Augustana College, majoring in Elementary Education with an emphasis in Math. Lydia student taught at Ridgewood Elementary in East Moline. In addition, as part of her practicum experience, Lydia directly worked at the Middle School level, specifically with Math classrooms. Lydia additionally has a strong background in Spanish instruction.

Lydia's references highly support her for this position. They positively refer to her passion for and ability in math instruction. They additionally refer to her strong organizational skills, positive and collaborative nature, and her strength in small group instruction as but a few of her abilities that well qualify her for this role.

For the position, a limited number of candidates applied, 5 directly for the position at the time of interviewing. The candidate pool was increased by reviewing all recent applicants to the position, resulting in several other candidates to be reviewed, either in person or through phone interviews. Beyond traditional postings, positions were directly forwarded to area colleges and universities.

In addition, a second 5<sup>th</sup> Grade Classroom Aide will be joining the Middle School in the Science Classrooms as an internal transfer from the Elementary School. Elizabeth Kass will be working with Jennifer Carnes, directly following her instructional schedule. A certified Elementary Education teacher, Elizabeth has previous experience as a science aide at the Middle School level, as well as an instructor supporting RtI programs. Both Elizabeth and Lydia start at the Middle School on December 15.